

DEI Subcommittee on Student Recruitment, Retention and Graduation
February 1, 2022
3:00 – 4:00pm

Attendance: Allbaugh, Beech, Chin-Farrell, Carollo, Graham, Hassija, Holder, Oh, Landrum, Stovall, Chuang, Bonner, Olivérez,

- I. Welcome & Check-In
 - a. Welcome Tamara Holder
 - b. Introductions

- II. Resources
 - a. [DEI Strategic Plan](#)
 - b. [Meeting Notes](#)

- III. Things we've focused on so far
 - a. Discussions and identification of ways to onboard new student to the institution that helps them to connect with identity-based resources on the campus to set up support for student success early
 - i. Suggestion: Campus Pride Index. Measures how welcoming an institution is to queer and trans folk. <https://www.csusb.edu/sites/default/files/2018-19%20DLE%20Infographic.pdf>
 - ii. CSUSB Infographic: <https://www.csusb.edu/sites/default/files/2018-19%20DLE%20Infographic.pdf>
 - iii. Resources in Canvas that faculty can add to online courses
 1. Some faculty already doing this. In some instances, faculty curate their own DEI resources for Canvas. If a faculty requests it, it can be added automatically. Ensuring that it's good with everyone for it to be built in.
 - b. Administrative barriers. How do we think about asking students about administrative barriers?
 - i. Can we build this kind of assessment into Orientation?
 - ii. Create a space in an informal setting. Centrally report what we are hearing. A form or a survey just for us. Have a place to compile this information.
 - iii. OSE is doing a section on engagement in their survey.
 - c. Reviewing and understanding student enrollment / engagement data to promote data transparency via equity gaps
 - d. This data is currently designed for people who are evaluating courses, but not necessarily higher-level view.
 - i. <https://www.youtube.com/watch?v=JTXzORw85ug&t=6s>
 - ii. https://www.csusb.edu/sites/default/files/Student_Success_Survey_Results.pdf
 - e. Reviewing opportunities to make systemic updates that promote DEI and connection for students, including looking at ways to add equity / support statements into syllabi and pre-loading institutional DEI support statements into Canvas / Blackboard

IV. Things for us to move forward this spring

- a. Survey / get feedback from students about administrative items / barriers and campus climate items / barriers that are impeding their progress toward graduation
 - b. Identifying dashboards / data sharing opportunities that can be more widely distributed so that more campus faculty, staff and administrators understand how student success data can shift when disaggregated
 - c. Scan and review for programs that have been successful in closing equity gaps on campus and to identify how those can be scaled.
1. Next meeting: March 1, 2022 3:00 – 4:00pm